

McKinney Independent School District

Wilmeth Elementary

2023-2024 Improvement Plan



Board Approval Date: October 23, 2023
Public Presentation Date: October 23, 2023

Mission Statement

We invest in our future by providing a safe environment to engage, educate and empower every student, every day.

Vision

EVERY STUDENT, EVERY DAY!

Core Beliefs

We believe:

- In our students
- Everyone has inherent value and deserves to be treated with dignity and respect in a safe learning environment
- Learning is an active process involving students and parents to ensure that every student has an excellent education
- Every student needs an avenue to be engaged with their campus activities
- In recruiting and retaining the best staff for our students
- Staff is our greatest resource
- All staff should focus on student outcomes
- In creating an environment that fosters authentic partnerships with the whole community
- In providing open and honest two-way communication that builds trust toward creating a thriving learning environment
- Financial stewardship ensures a tomorrow for education

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Wilmeth Elementary has a learning population and serves children from a variety of ethnic and language backgrounds. There are currently 498 students at Wilmeth Elementary.

Wilmeth Current Demographics:

American Indian/Alaskan: 0.18%
Asian: 10%
African American: 11%
Hispanic/Latino: 12%
White: 58%
Hawaiian/Pacific Island: 0%
Two or more races: 8%
Limited English Proficient: 4.4%
Economically Disadvantaged: 9.3%
Special Education: 16%
Dyslexia: 12%
Gifted and Talented: 18%

Demographics Strengths

Wilmeth Elementary serves all elementary grade levels K-5 with a total enrollment of approximately 498 students. Wilmeth is home to several special education self-contained programs. There are two Structured Teach Classrooms that meet the needs of students who have characteristics associated with Autism. Our special needs students are an important and celebrated part of Wilmeth's school community. Wilmeth Elementary also has many programs designed to meet the needs of the diverse learning population including the English as a Second Language program for Limited English Proficient students learning English, ALPHA for students identified as Gifted and Talented, Dyslexia services, and special education programs for students identified as having a learning or other eligible disability and requiring specially designed instruction.

Student Achievement

Student Achievement Summary

Wilmeth Elementary utilizes multiple measures, both formal and informal, to track academic performance of all students. These multiple measures have been analyzed and used in the development of the 2023-2024 Campus Improvement Plan. Since its opening in 2005, Wilmeth has demonstrated continuous improvement, achieved high academic performance, and has received an Overall A Rating by the Texas Education Agency in 2022. Wilmeth's STAAR data from the 2021-2022 school year: 3rd grade STAAR results include 93% Reading, 90% Math; 4th grade STAAR results include 93% Reading, 88% Math; 5th grade STAAR results include 94% Reading, 96% Math, and 85% Science. Our educators are committed to collaborating as a professional learning community in order to provide students with optimal learning experiences based on individual student needs. This positive culture of collaboration fosters the excitement for learning and an environment in which all students can be successful.

STAAR scores, Measure of Academic Progress (MAP), mCLASS and a wide variety of formal and informal data sources are continuously analyzed in order to provide effective instruction, enrichment, and intervention to all Wilmeth Elementary students.

Student Achievement Strengths

Wilmeth Elementary received an *overall A rating* through the 2022 Texas Education Agency Accountability System. In the areas of student achievement and closing performance gaps, Wilmeth received *A ratings*. In the area of School Progress, Wilmeth received a *B rating*. Wilmeth received a Distinction Designation in Top 25%: Comparative Closing the Gap.

School Culture and Climate

School Culture and Climate Summary

Wilmeth Elementary prides itself on the positive culture that has been built by all stakeholders. This commitment to our culture allows for students, teachers, and parents to collaborate as partners in providing the best educational experiences for our students. Wilmeth will participate in the Live Kind initiative and use the Character Strong curriculum this year in order to promote the social and emotional skills students need to be effective communicators and productive citizens. Communication is a key component at Wilmeth and helps foster our strong partnerships with families and our community. Wilmeth Elementary became a High Reliability School Level 1 certified in 2017 for having strong structures and processes in place that support a safe and collaborative learning environment and Level 2 certified for effective teaching in every classroom in 2019.

At Wilmeth, Positive Behavior Interventions and Supports (PBIS) has been implemented over the past seven years, and we continue to fine tune and collaborate on structures that put kids first. In using staff and student survey data, the staff has collaborated and created the Guidelines for Success expectations (The Wilmeth Way) in order to create school-wide expectations and a common language. These Guidelines for Success are taught and re-visited throughout the school year with students through community circles, guidance lessons, Live Broadcast, Longhorn Live (Rally), and in the classroom. The expectations are displayed in classrooms and throughout the building as well.

School Culture and Climate Strengths

Parent Organizations: Parent Teacher Organization and Watch DOGs (Dads of Great Students)

Student Organizations and Groups: Student Council, LEAD (Longhorns Encouraging Awesome Decisions), Choir, Live Broadcast Crew, Safety Patrol, Live Kind Crew, and Happy Feet Running Club.

Annual Events & Activities: Lucky's Loop Fun Run, PTO Spring Event, Watch DOGS movie night, Longhorn Meet the Teacher, STEM Night, Bike Rodeo, Open House, Art Show, Choir/ Music Performances, Veteran's Day Ceremony, Monthly Longhorn Live (Rally), Grandparent Lunch, Thanksgiving Baskets, Angel Tree, Live Kind, Longhorn Legends, Character Awards, Spirit Nights, College Week, Red Ribbon Week, Monthly Theme Spirit Days, Longhorn P.R.I.D.E. Store, Book Vending Machine, Kinder Celebration, 5th Grade Celebration and classroom celebrations.

Awards: 2021-2022 Imagine Nation School of Excellence, American Heart Association Top Go Red School, Honor Student Council, High Reliability Schools Level 1 and 2 Certifications, Texas Education Agency *Overall A Rating*, CREST Excellence in School Counseling award, and TEPSA Student Council Leadership award.

Parent Communication: Weekly newsletter, Wilmeth Parent and Student Handbook, Weekly Grade Level emails, Grade Level Newsletters, Weekly Monday Folders, Wilmeth Facebook page, Wilmeth PTO Facebook page, Wilmeth Twitter, and Wilmeth Elementary Website.

Collaboration: PTO Executive Board Meetings, Watch DOGs Leadership Meetings, Site Based Decision Making Team, Wilmeth Leadership Team, Professional Learning Communities, Wilmeth Committee Teams, and Parent Conferences.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Wilmeth Elementary prides itself on the collaborative approach we have throughout the hiring process and the selection of highly qualified staff members.

- 93% of teachers at Wilmeth have five or more years of teaching experience.
- 72% of teachers at Wilmeth have ten or more years of teaching experience.
- Wilmeth teachers have an average of 15 years of teaching experience.
- 26% of teachers at Wilmeth have a Master's Degree.
- 99% of Wilmeth teachers are Gifted and Talented certified.
- 99% of Wilmeth teachers are ESL certified.

Staff Quality, Recruitment, and Retention Strengths

Wilmeth staff retention is traditionally high from year to year.

- 74% of staff have five or more years at Wilmeth.
- 51% of staff have ten or more years at Wilmeth.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The Wilmeth Elementary teachers and staff are committed to implementing engaging, relevant, and differentiated learning opportunities for all students using research-based instructional strategies. The Wilmeth focus on effective instruction in every classroom, High Reliability Schools Level 2, will continue our collaboration on aligning best practice, curriculum, instruction, and assessment through our professional learning community work. Campus administrators monitor instruction and learning by conducting frequent formal and informal walkthroughs, evaluations, and data meetings with teams to ensure high student progress and achievement. Wilmeth teachers also attend district professional development and curriculum planning meetings to support effective instruction in every classroom. Wilmeth has many staff members that serve on curriculum design teams and lead district professional development.

Curriculum, Instruction, and Assessment Strengths

The Wilmeth staff prides itself on the professional learning community learning and work that has been implemented in the past eight years. The commitment to collaboration and focus on student learning and results are the foundation of this work and Wilmeth has emerged as a leader in our district in professional learning communities. This professional learning community work allows staff to provide intervention, differentiation, goal setting with students, lessons designed on student needs, and adjustments to instruction based on continuous multiple measures of data analysis. Wilmeth staff continues to grow professionally through participation in professional development as a professional learning community. Wilmeth Elementary's Instructional Leadership Team supports teachers through the collaborative team and lesson design process.

The Wilmeth Elementary teachers attend monthly committee meetings designed around effective instruction: Multi-tiered Support System (MTSS), Positive Behavior Intervention Supports, Innovation Team, and High Reliability Schools. These committee meetings focus the work around our campus goals and improvement plans while analyzing multiple measures to track improvements and identify challenges in instruction.

Parent and Community Engagement

Parent and Community Engagement Summary

Wilmeth Elementary has a strong partnership with our parents and community. The parent participation and engagement play a critical role in our positive, collaborative culture focused on our students. This partnership is vital to our success as a school. The evidence is revealed through the strength of the PTO, participation in community events, and the number of volunteers that donate their time to Wilmeth. Wilmeth currently has parent volunteers that serve on the PTO Executive Board, serve as room moms and dads, and serve in our Watch DOGs program. The PTO Executive Board plans community events and fundraisers for the school such as the Lucky's Loop, PTO Spring Event, assembly speakers and classroom celebrations. The Wilmeth PTO Executive Board meets monthly and includes Wilmeth staff representatives. The Watch DOGs program holds a fall kickoff event and community movie event. Through this collaboration with our community, the work of PTO and Watch DOGs are aligned with and support the campus improvement plans.

Parent and Community Engagement Strengths

The partnership with Wilmeth parents and community relies heavily on communication and collaboration. With the focus on students, this communication and collaboration provide a connection and the relationships necessary for our school's success. Our partnership and dedication to continuous collaboration fosters the caring and supportive environment at Wilmeth Elementary.

Parent Organizations: PTO and Watch DOGs (Dads of Great Students)

Annual Events & Activities: Lucky's Loop Fun Run, PTO Spring Event, Longhorn Kickoff (Meet the Teacher), Watch DOGS Movie Night, STEM Night, Bike Rodeo, Open House, Art Show, Choir/ Music Performances, Veteran's Day Ceremony, Monthly Longhorn Live (Rally), Grandparent Lunch, Thanksgiving Baskets, Angel Tree, Live Kind, Longhorn Legends, Character Awards, Spirit Nights, College Week, Red Ribbon Week, Monthly Theme Spirit Days, PBIS Store, Kinder Celebration, 5th Grade Celebration and classroom celebrations.

School Context and Organization

School Context and Organization Summary

Wilmeth Elementary founded in 2005 and was named after J.B. Wilmeth. J.B. Wilmeth was one of the early settlers of North Texas. He and Collin McKinney were famous settlers of the area north of Dallas, now known as Collin County. Wilmeth, McKinney, B.F. Hall, Dr. Mansel Matthews, Lynn D'Spain, and many others were of the first in the Lone Star State to preach the old time gospel. Wilmeth was an educated man, and believed in educating others. He opened his home to be one of the first free schools in the area. He also served as county clerk and judge.

School Context and Organization Strengths

Beginning our 19th year at Wilmeth, we have many effective structures in place: Leadership Team, Administrative Team, Multi Tiered Student Support Team (MTSS), Positive Behavior Intervention and Supports (PBIS) Team, Innovation Team, Medical Emergency Response Team (MERT), School Health Advisory Committee (SHAC), Threat Assessment and Safe & Supportive Team (TASST), Grade Level Team Leaders, High Reliability Schools Team and Grade Level Professional Learning Communities.

Technology

Technology Summary

Wilmeth Elementary Instructional Technology:

Second graders through fifth graders will have one to one MacBooks for classroom use. First graders and kindergartners will have one to one iPads for daily use. All iPads will be managed by a MDM solution that controls standardized grade level app deployment along with managing software updates and web filters. Each classroom contains an interactive panel with a connected Mac Mini and document camera. Each teacher has a MacBook laptop for use at school and at home. Technology is integrated at all levels of learning. Wilmeth Elementary staff and students will use learning management systems to support blended learning. Students in grades kindergarten through second will use the SeeSaw learning management system, whereas students in grades third through fifth will use Canvas as the learning management system. Staff and students will have access to additional instructional technology resources such as: Google Apps for Education, apps deployed to ipads, Discovery Education, Texshare databases, Gale Virtual Library, PebbleGo, PebbleGo Next, Nearpod, Stemsscopes, Imagine Math, HMH's Amira, Typing Club, McKinney ISD digital libraries and electronic books. Instructional technology is designed to be blended within each classroom's lesson design. Students and staff have 24-hour access to the listed instructional technology resources. Instructional Technology support is available for teachers through professional development offered through the district at summer learning conferences and school-year professional development days. Teachers plan instruction and evaluate data through digital platforms in Aware and Forethought, along with each grade level's learning management systems. Technology at Wilmeth Elementary is a valued instructional resource that is supported through district/campus funding, district supported hardware updates, professional development training, and lesson design focused on blended learning. The Library Media Specialist collaboratively works with staff and students to support innovative instructional technology and best practices.

Technology Strengths

Technology Strengths:

Wilmeth Elementary has a goal of sending select teachers to our state technology conference each year to learn the newest instructional applications to bring back to our teachers and students.





Wilmeth Elementary consistently uses weekly emails and newsletters. Smore, SeeSaw, Canvas, Facebook, Instagram and the campus website are used to highlight campus events and communicate with parents and students.

Goals

Goal 1: Wilmeth Elementary will ensure the school is safe and secure.

Performance Objective 1: Wilmeth will ensure attention on safety and security in order to promote an environment in which students, parents, and staff feel safe.

Evaluation Data Sources: Wilmeth will comply with all required monthly drills, abide by MISD Safety Response Protocols and Wilmeth's Campus Emergency Operations Plan, and provide documentation to district officials.





Strategy 1 Details	Reviews		
Strategy 1: Wilmeth staff and students will practice MISD's Safety Response Protocols through monthly safety drills. Strategy's Expected Result/Impact: Knowledge of Safety Response Protocols and Campus Emergency Operation Plan. Record of monthly drills, Wilmeth's Campus Emergency Operation Plan Staff Responsible for Monitoring: Administration, Wilmeth staff and students; District Safety Personnel	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Wilmeth will follow the Campus Emergency Operation Plan created with MISD safety guidelines to build upon the safe and collaborative culture. Strategy's Expected Result/Impact: Wilmeth's Campus Emergency Operation Plan will be followed by staff members. Staff Responsible for Monitoring: Administration, Team Leaders, Office Staff, Counselor, Wilmeth Staff	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Wilmeth will increase safety and security by locking 100% of campus interior and exterior doors. Weekly campus checks will be reported to MISD safety and security department. Strategy's Expected Result/Impact: Wilmeth will achieve 100% passing rate of the state external door audits. Staff Responsible for Monitoring: Administrators, Safety & Security Department, Wilmeth staff	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: Wilmeth Elementary will ensure the school is safe and secure.

Performance Objective 2: Wilmeth will provide tiered Positive Behavior Intervention Supports and character education.

Evaluation Data Sources: Wilmeth will interact and demonstrate acts of kindness, empathy, and acceptance as a whole learning community.

Strategy 1 Details	Reviews		
<p>Strategy 1: Wilmeth will follow our Guidelines for Success daily (school-wide expectations matrix). P.R.I.D.E. will be the expectations for the entire learning community with the acronym P Prepared, R Respect, I Integrity, D Determination, E Effort. Positive Behavioral Interventions and Supports (PBIS) and community building strategies will be applied to all areas of the school for safety and security of students, staff, and learning community.</p> <p>Strategy's Expected Result/Impact: Students demonstrate knowledge of Guidelines for Success Matrix and is shown through their daily actions.</p> <p>Guidelines for Success lessons, discipline documentation, Guidelines for Success Matrix displayed in common areas and all classrooms, tickets given in classrooms, Principal's 200 Club, and community circles.</p> <p>Staff Responsible for Monitoring: Wilmeth staff and students, Parents, PBIS Team, Administration, Counselor</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Wilmeth will utilize strategies from the Positive Behavioral Interventions and Supports, Texas Behavior Support Initiative, CPI, Multi-Tiered System of Supports (MTSS), and community building to reduce the number of discipline referrals and to promote a positive learning environment.</p> <p>Strategy's Expected Result/Impact: Reduction in discipline referrals and a positive learning environment.</p> <p>Office referral data, Safety Response Protocols, and Attendance Data</p> <p>Staff Responsible for Monitoring: PBIS Team, MTSS Team, Administration, Teachers, Counselor</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Wilmeth will ensure that the MISD Lives Kind initiative is implemented systematically through the planning and coordination of the school counselor and the coordinated health team. Longhorn Kindness Crew, CASES lessons, student recognition, and community outreach will promote and support this Live Kind culture.</p> <p>Strategy's Expected Result/Impact: Wilmeth will interact and demonstrate acts of kindness, empathy, and acceptance as a whole learning community.</p> <p>Staff Responsible for Monitoring: Counselor, School Health Advisory Committee, Administration, Kindness Committee, Wilmeth staff and students</p>	Formative		Summative
	Nov	Feb	June





Strategy 4 Details	Reviews		
Strategy 4: Wilmeth will support character education learning of students by implementing Character Strong curriculum. Character Strong follows the competencies: Self-Awareness, Self-Management, Social Awareness, Relationship Skills, Responsible Decision-Making; and Character Development: Patience, Kindness, Honesty, Respect, Selflessness, Forgiveness, Commitment, Humility. Strategy's Expected Result/Impact: Character Strong curricula is focused on fostering the Whole Child with vertically-aligned lessons that teach social emotional learning and character development, side-by-side. Students demonstrate knowledge of the competencies and character development. Staff Responsible for Monitoring: Wilmeth staff and students, Counselor, Administration, PBIS Team, Parents	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: Wilmeth will have a comprehensive school counseling program (CSCP) in place that conforms to the Texas Model and the other relevant Texas Education Codes. Strategy's Expected Result/Impact: Impact on student needs through a comprehensive developmental school counseling programs in order to organize resources to meet the priority needs of students through guidance lessons, responsive services, system support, and individual planning. Staff Responsible for Monitoring: Counselor, Administration, Wilmeth staff, District Administration	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Wilmeth Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 1: Wilmeth will implement data systems and monitoring practices to ensure student growth and continuous improvement in performance.

Evaluation Data Sources: Wilmeth will use TEKS/standards, SMART goals, data analysis protocols, intervention and enrichment plans, common formative assessments, corrective instruction action planning protocols, and development of proficiency scales.

Strategy 1 Details	Reviews		
Strategy 1: Teachers will deepen learning of the professional learning community cycle and continue to develop skills using the established collaborative processes, structures, and norms. Strategy's Expected Result/Impact: Wilmeth's Professional Learning Community will focus on student learning for all and student outcomes. Collaborative team goals, norms, agendas/minutes, surveys, collaborative team schedule, data protocols, and the 4 PLC Critical Questions. Staff Responsible for Monitoring: Administration, Instructional Coach, Team Leaders, Wilmeth staff, Library Media Specialist	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Teachers will utilize Wilmeth's Collaborative Lesson Design Structure and the MISD Collaborative Team Cycle to design for student learning needs. Teachers will collaborate around questions: What do we want students to learn?, How will we know if they learned it?, What if they didn't learn it?, and What if they already know it? Strategy's Expected Result/Impact: Wilmeth's Professional Learning Community will focus on student growth and learning for all while monitoring results in order to adjust instruction. Use of TEKS/standards, SMART goals, data analysis protocols, intervention and enrichment plans, common formative assessments, collaborative team norms/goals/agendas/minutes, corrective instruction action planning protocols, and development of proficiency scales. Staff Responsible for Monitoring: Wilmeth teachers, Grade Level Teams, Instructional Coach, Library Media Specialist, Administration	Formative		Summative
	Nov	Feb	June





Strategy 3 Details	Reviews		
Strategy 3: Teachers will use the Multi-Tiered System of Supports (MTSS) protocols and process to accurately identify students needing interventions, collaboration on student needs, and designing interventions based on individual students to increase student achievement. Strategy's Expected Result/Impact: Individual student growth based on needs and interventions progress. MTSS data, MTSS Intervention logs, student MTSS goal progress, student achievement data, MTSS agenda and minutes, MAP growth from BOY to MOY to EOY and growth on STAAR. Staff Responsible for Monitoring: Wilmeth teachers, Administration, MTSS Coordinator	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: The percentage of 3rd grade students that achieve meets grade level or above on STAAR Reading will increase from 69% to 75% by June 2024. (HB3) Strategy's Expected Result/Impact: Individual student growth on STAAR; tracking student growth on MAP at beginning, middle, and end of year. Staff Responsible for Monitoring: Administrators, Instructional Coach, Wilmeth teachers	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: The percentage of 3rd grade students that achieve meets grade level or above on STAAR Mathematics will increase from 55% to 62% by June 2024. (HB3) Strategy's Expected Result/Impact: Individual student growth on STAAR; tracking student growth on MAP at beginning, middle, and end of year. Staff Responsible for Monitoring: Administrators, Instructional Coach, Wilmeth teachers	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
Strategy 6: Wilmeth will improve attendance rates to 97% by May of 2024. Strategy's Expected Result/Impact: Increase in attendance will increase student achievement; monitoring monthly attendance reports. Staff Responsible for Monitoring: Administrators, Wilmeth Registrar, Wilmeth teachers	Formative		Summative
	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

Goal 2: Wilmeth Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 2: Wilmeth will ensure a guaranteed and viable curriculum to support teachers in providing high quality learning experiences and improve student learning outcomes.

Evaluation Data Sources: Wilmeth will use MISD Instructional Frameworks, MISD Comprehensive Vocabulary identified tier 3 content vocabulary, data analysis protocols, intervention and enrichment plans, common formative assessment data, corrective instruction action planning protocols, and development of proficiency scales.





Strategy 1 Details	Reviews		
Strategy 1: Wilmeth will implement the academic and cognitive vocabulary instructional plan and monitoring tools embedded in curriculum resource documents that are aligned with High Reliability Schools Level III. Strategy's Expected Result/Impact: Vocabulary instruction will provide essential background knowledge to students resulting in an increase of academic achievement. Staff Responsible for Monitoring: Administrators, Instructional Coach, Library Media Specialist, Wilmeth teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Wilmeth will align assessment practices with proficiency scales on essential standards in alignment with High Reliability Schools Level III. Strategy's Expected Result/Impact: Wilmeth Professional Learning Community cycle will be supported with the alignment of assessments and proficiency scales on essential content to improve student achievement. Staff Responsible for Monitoring: Administrators, Instructional Coach, Library Media Specialist, Wilmeth teachers	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Wilmeth will achieve High Reliability Schools Level III certification. Strategy's Expected Result/Impact: Improving student learning outcomes and growth by continually monitoring curriculum, instruction, and assessment alignment - with a focus on a guaranteed & viable curriculum. Staff Responsible for Monitoring: Administrators, Instructional Coach, Library Media Specialist, Wilmeth teachers	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Wilmeth will ensure implementation of the McKinney ISD Model of Instruction in each classroom. Strategy's Expected Result/Impact: TTESS observations, walkthrough observations along with the implementation data on the MISD Model of Instruction will guide professional learning. Staff Responsible for Monitoring: Administrators, Instructional Coach, Wilmeth teachers, Library Media Specialist	Formative		Summative
	Nov	Feb	June

Strategy 5 Details	Reviews		
Strategy 5: Teachers will implement daily W.I.N. Time (what I need) to support data-driven small group instruction that targets specific skill areas that support proficiency/enrichment in math and reading. Strategy's Expected Result/Impact: Individual student growth and academic achievement based on individual student need. Staff Responsible for Monitoring: Wilmeth teachers, Instructional Coach, Administration, Library Media Specialist, Counselor	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Wilmeth Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 3: Wilmeth will design and implement a systematic approach to professional learning that addresses support at all levels of the organization and provides real-time, relevant learning to improve teaching and student learning outcomes.





Evaluation Data Sources: Wilmeth will use formal and informal observation data, student achievement data at beginning, middle, and end of year, and ongoing collaboration outcomes to create job embedded professional learning for staff.

Strategy 1 Details	Reviews		
Strategy 1: Collaborative grade level team meetings will be held each week to promote a focus on learning for all: collaboration of standards, instructional strategies, data analysis, lesson design, and a commitment for continuous improvement. Strategy's Expected Result/Impact: The Wilmeth staff will engage in ongoing collaboration, job embedded professional learning and collective inquiry to achieve better results for all students. Staff Responsible for Monitoring: Wilmeth teachers, Grade level teams, Instructional Coach, Library Media Specialist, Special Ed teachers, Administration	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Vertical teams will identify and collaborate on the vertical needs for student learning and the function of the school based on data outcomes. Strategy's Expected Result/Impact: Implementation of effective practices based on vertical team outcomes and student achievement data. Meeting agendas/minutes, student achievement data, and vertical team outcomes. Staff Responsible for Monitoring: Wilmeth teachers, Administrators, Instructional Coach, Vertical Teams, Library Media Specialist	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Wilmeth teachers will engage in professional learning designed to utilize best practices for effective instruction in the classroom. Strategy's Expected Result/Impact: Increase in effective instructional strategies to ensure an increase in student achievement data. Staff Responsible for Monitoring: Administrators, Instructional Coach, Library Media Specialist, Curriculum Coordinators, Wilmeth Teachers	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Wilmeth Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 4: Wilmeth will provide innovative learning opportunities for diverse learners that engage students in rigorous and relevant educational experiences.





Evaluation Data Sources: Evidence of effective program use in online collaborative learning.

Strategy 1 Details	Reviews		
Strategy 1: Utilize the Wilmeth Innovation Team to help define school-wide instructional technology needs and initiatives. Strategy's Expected Result/Impact: Seamless integration of instructional technology use in all content areas. Staff Responsible for Monitoring: Library Media Specialist, Innovation Team, Wilmeth teachers, Administration	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Wilmeth staff will utilize digital platforms such as Canvas, Google Apps for Education, SeeSaw and other resources as collaborative learning tools. Implementation of instructional technology to promote digital citizenship and provide student learning opportunities in a blended digital learning environment. Strategy's Expected Result/Impact: Student producers of technology tools for communicating and learning. Implement digital platforms where staff and students show mastery of digital fluency to support learning. Staff Responsible for Monitoring: Library Media Specialist, Innovation Team, Wilmeth teachers, Administration, Instructional Coach, District Instructional Technology Coordinators	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Wilmeth Elementary will continue to recruit, recognize, develop, and retain high-quality and effective staff.

Performance Objective 1: Wilmeth will recruit, select, place, mentor and retain highly effective teachers and staff.





Evaluation Data Sources: Wilmeth will use recruiting and retention data, staff interest surveys, and mentor/mentee program framework and meeting outcomes.

Strategy 1 Details	Reviews		
Strategy 1: Wilmeth will implement a mentor/mentee program for new hires. Strategy's Expected Result/Impact: Increase support for new staff as well as retaining new teachers. Staff Responsible for Monitoring: Administrators, Instructional Coach, Teacher Mentors, Wilmeth New Teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Wilmeth will use the Wilmeth Hiring Process and framework to recruit and retain highly effective staff. Strategy's Expected Result/Impact: Improve recruitment by having an inviting school culture and retention by providing detailed processes and support that results in a cohesive work environment. Staff Responsible for Monitoring: Administrators, Wilmeth staff, Human Resources Department	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Wilmeth Elementary will intentionally focus on maintaining a culture that is inclusive of students, staff, and community.

Performance Objective 1: Wilmeth will offer both parent and student opportunities for involvement in the school community.





Evaluation Data Sources: Wilmeth will partner with students, parents, and the community by providing opportunities that promote involvement in various aspects of the school learning environment. Program schedules, student participation data, parent participation data, sign in sheets, handouts, and newsletters will be used to evaluate involvement success.

Strategy 1 Details	Reviews		
Strategy 1: Wilmeth will promote the following family involvement opportunities: PTO, Meet the Teacher, PTO Spring Event, Bike Rodeo, Open House, STEM Night, Career Day, Field Day, Lucky's Loop Fun Run, Living Museum, Art Show, field trips, Watch DOGs, community movie night, volunteer opportunities on campus, Veterans Rally, Grandparent lunches, Theme Dress Up Days, Kinder and 5th grade end of year celebrations, and parent conferences. Strategy's Expected Result/Impact: Promote a partnership with families while enriching the students' learning experiences. Staff Responsible for Monitoring: Administration, Wilmeth teachers, Library Media Specialist, Counselor, Nurse, PTO	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Wilmeth will provide the following student program opportunities: Longhorns Encouraging Awesome Decisions (LEAD), Broadcast Team, Safety Patrol, Longhorn Kindness Crew, Student Council, PALS, monthly guidance lessons, and Positive Behavioral Interventions and Supports incentives and recognition. Strategy's Expected Result/Impact: Promote a positive culture centered around students that promotes student involvement and leadership. Staff Responsible for Monitoring: Positive Behavior Intervention and Supports (PBIS) Team, Wilmeth teachers, Counselor, Administration, Library Media Specialist Funding Sources: Positive reinforcers - 199 General Funds - \$500	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Wilmeth will provide opportunities for the school community to be representatives and participate on campus and district committees- Site-Based Decision Making Committee, Strategic Planning, and McKinney CAN. Strategy's Expected Result/Impact: Partnership with school community to involve all stakeholders. Staff Responsible for Monitoring: Administration, Wilmeth Representatives, District Administration	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Wilmeth Elementary will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 1: Communication and collaboration with the learning community through the use of newsletters, social networks and digital media to involve students, parents, and community.





Evaluation Data Sources: The Wilmeth staff will use multiple forms of media to communicate with parents, students, and the community.

Strategy 1 Details	Reviews		
Strategy 1: Wilmeth staff will model and guide students' learning of good digital citizenship by being ethical, respectful and safe using digital tools and resources. Classroom teachers, Library Media Specialist, and Counselor will instruct students on Digital Citizenship, Cyber Safety, the MISD Acceptable Use Policy, and how to appropriately use social networking technologies to increase collaboration with the learning community. Strategy's Expected Result/Impact: Wilmeth learning community demonstrates knowledge of and interacts with technology in a safe and productive way. Staff Responsible for Monitoring: Wilmeth teachers, Library Media Specialist, Administration, Counselor, Innovation Team, MISD Instructional Technology Department	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Wilmeth teachers will maintain communication through various digital platforms, Canvas and SeeSaw, with all Wilmeth stakeholders. Strategy's Expected Result/Impact: Increase transparent communication and collaboration opportunities with students, parents, and staff. Staff Responsible for Monitoring: Wilmeth teachers, Administration, Library Media Specialist	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 6: Wilmeth Elementary will continue to be fiscally responsible and efficient with campus resources.

Performance Objective 1: Wilmeth will strategically and equitably manage resources to align resource allocation with campus goals.

Evaluation Data Sources: Budget data analysis to maximize campus allocations for direct instructional purposes.

Strategy 1 Details	Reviews		
Strategy 1: Wilmeth will adhere to the McKinney ISD budget policies and approved vendors. Strategy's Expected Result/Impact: Compliance with MISD budget timelines and processes. Staff Responsible for Monitoring: Administration, Wilmeth Office Manager, Wilmeth teachers, MISD Business Department	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Wilmeth will analyze campus expenditures for budget recommendations. Strategy's Expected Result/Impact: Expenditures are analyzed to determine effect on student outcomes and campus operations. Staff Responsible for Monitoring: Administration, Wilmeth Office Manager, Wilmeth teachers, MISD Business Department	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Campus Funding Summary

199 General Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	2	Positive reinforcers		\$500.00
Sub-Total					\$500.00